

Tab 1



**PARAMETER F: GOVERNANCE -EFFECTIVE
MONITORING OF PERFORMANCE**

0.3 Institutional sustainability is promoted through:





O.3 Institutional sustainability is promoted through:

O.3.1 the strategic management of the institution’s land, buildings, facilities and other resources;

Partido State University promotes institutional sustainability by adopting a strategic approach to the management of its land, buildings, facilities, and other vital resources. Guided by its Board of Regents and aligned with national policies, the University ensures that the use and development of physical resources are anchored on long-term plans that balance present operational needs with future growth. This approach includes the formulation and approval of the Land Use Development and Investment Program (LUDIP), which serves as a blueprint for the efficient utilization of institutional assets. Through this program, the University not only maximizes the functionality of its facilities but also ensures that development initiatives are responsive to academic priorities, student welfare, and community engagement.

Moreover, the strategic management of resources is designed to integrate sustainability principles into institutional operations. Buildings and facilities are planned and improved to enhance efficiency, support innovation, and reduce environmental impact. Resource allocation is also linked to academic, research, and extension objectives, ensuring that investments directly contribute to the University’s mission and vision. By institutionalizing systematic planning and responsible resource management, Partido State University secures its ability to sustain operations, adapt to emerging challenges, and continuously provide quality education and services to its stakeholders.

TITLE OF SUPPORTING DOCUMENT	DESCRIPTION	TAB
Board of Regents Approved Land Use Development and Investment Program	The Land Use Development and Investment Program (LUDIP) is a comprehensive planning document that outlines the University’s long-term strategy for the optimal use and development of its land, buildings, facilities, and other resources. It details current resource utilization, future infrastructure projects, environmental sustainability measures, and investment priorities. The document is formally approved by the Board of Regents, ensuring legitimacy and alignment with institutional and national development goals. Support to Benchmark: The LUDIP serves as concrete evidence that the University adopts a strategic approach to managing its physical and financial resources for long-term sustainability. By integrating resource planning with academic and administrative priorities, it ensures that facilities and infrastructure development are not only responsive to present needs but also supportive of future growth. Its approval by the BOR demonstrates governance oversight and accountability, affirming the University’s commitment to promoting sustainability through responsible and forward-looking management of its assets.	O.3.1.1



O.3.2 the institution’s employment policies;

Institutional sustainability at Partido State University is reinforced by employment policies that ensure fairness, transparency, and meritocracy in staffing. Through the adoption of the Merit Selection Plan (MSP), the University provides clear guidelines on the recruitment, selection, and promotion of both teaching and non-teaching personnel. This system guarantees that personnel decisions are anchored on qualifications, competence, and performance, rather than subjective considerations. By adhering to Civil Service Commission (CSC) rules and national policies, the University secures a pool of highly capable professionals who can effectively contribute to the delivery of its mandate in instruction, research, extension, and administrative support.

Beyond recruitment, employment policies also emphasize professional growth and career advancement, which are essential for long-term institutional stability. By providing opportunities for promotion, training, and recognition based on merit, the University fosters a motivated and committed workforce that is aligned with its mission and vision. This approach ensures continuity in leadership and program implementation while cultivating a culture of excellence and accountability. In doing so, Partido State University not only sustains its operational effectiveness but also positions itself for long-term growth and resilience through a strong, competent, and future-ready human resource base.

TITLE OF SUPPORTING DOCUMENT	DESCRIPTION	TAB
Merit Selection Plan for Teaching and Non-Teaching Personnel	The Merit Selection Plan (MSP) outlines the policies and procedures governing the recruitment, selection, and promotion of both teaching and non-teaching personnel in Partido State University. It establishes merit-based criteria, qualification standards, and a transparent process to ensure that hiring and promotions are fair, competitive, and aligned with civil service rules and institutional needs. Support to Benchmark: This document demonstrates that institutional sustainability is supported by sound employment policies that prioritize merit, competence, and integrity in staffing. By ensuring that qualified personnel are recruited and promoted based on transparent criteria, the University secures a strong and competent workforce capable of sustaining its operations, academic programs, and services over the long term.	O.3.2.1

O.3.3 arrangements for consideration of student grievances, and student discipline; and

Institutional sustainability at Partido State University is reinforced by well-defined arrangements for addressing student grievances and enforcing discipline. The University recognizes that fostering a safe, fair, and respectful academic environment is essential to student success and institutional stability. Through established policies and procedures,



students are given avenues to raise concerns, file complaints, and seek redress for grievances, ensuring their voices are heard and their rights protected. These arrangements promote trust and transparency, helping to maintain a harmonious relationship between students and the administration while preventing conflicts from escalating into larger institutional issues.

Alongside grievance mechanisms, the University also upholds standards of behavior and discipline through its Code of Conduct, which emphasizes accountability, integrity, and mutual respect. Disciplinary processes are designed to be educative rather than punitive, ensuring that corrective actions also contribute to student development and learning. By balancing the protection of student rights with the enforcement of institutional rules, Partido State University sustains a culture of order, responsibility, and fairness. This dual emphasis on grievance redress and student discipline strengthens institutional governance, contributing to long-term sustainability by cultivating a positive academic climate and preserving the University’s integrity as a learning institution.

TITLE OF SUPPORTING DOCUMENT	DESCRIPTION	TAB
Student Handbook (<i>in particular</i> : Chapter XI - Code of Conduct and Discipline)	The Student Handbook serves as the primary guide for student rights, responsibilities, and institutional policies. Specifically, Chapter XI outlines the Code of Conduct and Discipline, including standards of behavior, prohibited acts, corresponding sanctions, and procedures for filing and addressing grievances. It also specifies due process mechanisms to ensure fairness in handling disciplinary cases. Support to Benchmark: This document demonstrates that the University has established clear and transparent mechanisms for addressing student grievances and maintaining discipline. By providing structured procedures for both preventive and corrective measures, the Handbook ensures that student concerns are given due consideration while upholding institutional order and integrity. This contributes to institutional sustainability by promoting a culture of accountability, respect, and fairness, fostering an environment conducive to learning and holistic development.	O.3.3.1

O.3.4 procedures to safeguard the health and safety of employees, students, and other individuals while they are in the institution’s premises or in other places where they may be affected by its operations.

Partido State University upholds institutional sustainability by implementing comprehensive procedures that safeguard the health and safety of employees, students, and other stakeholders within its premises and in other places where institutional activities are conducted. Recognizing that a safe and secure environment is fundamental to learning and productivity, the University has institutionalized policies and protocols addressing a wide range of safety concerns—from disaster preparedness and emergency responses to health



protection and sanitation. These measures ensure that risks are minimized, preventive actions are taken, and stakeholders are protected while engaging in academic, research, extension, and administrative activities.

The University also integrates health and safety considerations into its operational sustainability framework. Proactive actions such as issuing memoranda during natural calamities, establishing health protocols during disease outbreaks, contracting security and janitorial services, and providing medical advisories from qualified professionals reflect the institution’s strong commitment to protecting its community. By doing so, Partido State University not only fulfills its duty of care to its constituents but also ensures continuity of operations even in times of crisis. These systematic procedures reinforce stakeholder trust, promote well-being, and strengthen the University’s capacity to deliver quality education and services in a sustainable manner.

TITLE OF SUPPORTING DOCUMENTS	DESCRIPTION	TAB
Security Services and Janitorial Services Contracts	These contracts cover the provision of professional security and janitorial services within the University premises to ensure safety, cleanliness, and orderliness. Support to Benchmark: By engaging professional services, the University safeguards the health, safety, and well-being of its stakeholders, ensuring a secure and sanitary learning and working environment conducive to institutional sustainability.	O.3.4.1
Office of the President Memoranda on Class and Work Suspension due to Typhoons, Floods, and other Calamities	These memoranda provide official directives suspending classes and work during typhoons, floods, or other calamities to protect students, employees, and stakeholders. Support to Benchmark: They demonstrate the University’s proactive measures in prioritizing the safety and welfare of its community, thereby reducing risk and ensuring continuity of operations after emergencies.	O.3.4.2
Office of the President Memoranda on Precautionary Measures to avoid spread of COVID-19 virus and other Communicable Diseases	These issuances outline health and safety protocols such as social distancing, mandatory mask use, sanitation, and other preventive measures to combat communicable diseases. Support to Benchmark: They show the University’s commitment to safeguarding public health, ensuring that operations remain sustainable even during health crises, and protecting all stakeholders from risks within institutional premises.	O.3.4.3
Advisories from the Medical Officer	These advisories are issued by the University Medical Officer to provide guidance on health-related matters, including disease	O.3.4.4



	prevention, medical emergencies, and wellness programs. Support to Benchmark: They illustrate how medical expertise is integrated into institutional operations to safeguard health and safety, ensuring sustainability by fostering a healthy and well-supported University community.	
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